



RETIRED PRESIDENT H. N. GOODSPEED
GIVES SYMBOL OF OFFICE
TO NEW PRESIDENT S. N. NECTOW
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A. C. LAWRENCE LEATHER CO., Peabody, Mass.
A DIVISION OF SWIFT & COMPANY (INC.)

ACL

TAN-O-GRAM

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HAROLD N. GOODSPEED, in one of the highlights of his ACL Presidency, as he broke ground for the new South Paris Tannery.

H. N. GOODSPEED RETIRES AS PRESIDENT

Mr. Harold N. Goodspeed, President of ACL and a Vice President of Swift & Co. is retiring on August 1 after 43 years service.

A graduate of Harvard University, he started working for ACL in 1913 while still a student at Harvard. Starting as a stock boy in the Sheepskin Glove Dept. in Peabody, he was transferred a year later to the Company's Boston Store Shipping Dept. A month later, he was returned to Peabody as an assistant foreman in the Pickled Sheepskin Dept. In 1917, he became a Sheepskin raw-stock buyer and, 4 years later, became an assistant in the office of the President, Mr. Willis R. Fisher.

In 1927, Mr. Goodspeed became manager of the Company's Sheepskin & Shearling Division and, 4 years later, he was named vice president and director of the National Leather Co. and A.C. Lawrence Leather Co. In 1936, he was elected President of ACL and the National Leather Co. and also a director of Chilhowee Extract Co. In 1953, he was elected a vice president of Swift & Co.

A director of the Tanners' Council of America, Mr. Goodspeed is also a vice president and director of the Wakefield Co-operative Bank and a director of the Wakefield Savings Bank and the Warren National

Bank of Peabody, and a director and member of the executive committee of the Wakefield Trust Co. He is also a trustee of Bates College, Lewiston, Maine.

During the Second World War, Mr. Goodspeed served on the Upper Leather Industry Advisory Committee, the Leather and Footwear Group of the Quartermaster Association, and the Leather Industry Advisory Committee of the National Production Authority.

Mr. Goodspeed's elder son, Harold N. Goodspeed, Jr., a former ACL employe, was killed in action during the Anzio Beach-head invasion in World War II, where he was an infantry lieutenant. His other son, Robert F. Goodspeed, is now Sales Manager of the Shearling Division at ACL.

S. N. NECTOW IS NEW ACL PRESIDENT

From newsboy and shipping clerk to President of the firm which is today the largest tanner of leathers in the world, is the Horatio Alger - type story of Mr. S.N. Nectow who has this week been elected President of the A.C. Lawrence Leather Co.

Born in the Dorchester district of Boston in 1895, Mr. Nectow, now a resident of Waban, entered the business world at the age of 12 as a newsboy. He arose at 5 a.m., 7 days a week, to peddle his papers, sometimes on trollies carrying commuters to work. His first steady job, at the age of 14, was as an errand boy for a downtown Boston Shoe Store on Saturdays at 75 cents a day. In between, he sold magazines, soap, and other items door - to door. He was always looking for more work, despite the fact that his parents were of moderate circumstances and there was no urgent need on his part to earn money.

In 1914 he entered the leather business, at the age of 19, in the shipping dept. of Gutterman Strauss Co. at \$5 a week. After a year, he was earning \$6 a week and then left the shipping dept. to start a successful selling career with the company.

By the time he was 25, Mr. Nectow had become manager of this business, following a tour of duty with the U.S. Army in World War I as a P.F.C. and as a Second Lieutenant in the Quartermaster Officers Reserve Corps.

In 1925, Mr. Nectow established and became manager of a finders' cutting dept. for England Walton & Co., a partially owned subsidiary of the A.C. Lawrence Leather Co., and six years later he was elevated to Vice President of that firm. In 1931, the remaining stock of England Walton was purchased by the A.C. Lawrence Leather Co. which then expanded the ACL Sole Leather Division. Mr. Nectow became General Manager of that Division. Two years later England Walton & Co. was dissolved and became part of ACL and he was elected a Vice President of ACL in charge of the Sole and Belting Leather Division.

Mr. Nectow became a director of the Company in 1936, and in 1952 was named Executive Vice President.

After nearly 43 years in the leather business, Mr. Nectow has risen from a shipping clerk to one of the key posts in the leather industry. Highly respected in his own Company, Mr. Nectow has also won recognition from the leather industry. A former director of the Tanners' Council of America, he has been Chairman and Executive Committeeman of the Sole & Belting Division of the Tanners Council; a director of the New England Shoe & Leather Association; a director of the Boston Boot and Shoe Club; served on the policy committee of the Leather Industries of America; and is a Past President of the Belmont Country Club. During World War II, he served on two Industry Advisory Committees of the War Production Board. He has participated in various charitable fund drives, serving as Chairman of the Shoe and Leather Division of the Greater Boston Community Fund Drive; and also as Chairman of the Shoe and Leather Division of the Salvation Army fund drive. He also participated in the Red Cross Fund drive, serving on a special committee under ex-Governor Allen.

Educated in the Boston Schools, Mr. Nectow attended Boston University's College of Business Administration. He is married and has a married son and daughter and two grandchildren.

ACL WINS TOP NATIONAL AWARD FOR BEST ADVERTISEMENT

ACL has received one of the top national awards granted by the Newspaper Advertising Executives Association for the best advertisement for the opening of an industrial plant. This was the ad we ran in the Portland (Maine) Press Herald when our South Paris Tannery was opened.

In the picture, LEFT, Mr. W.K. Kopp, ACL Vice President and General Superintendent, on the right, receives the certificate from Mrs. Jean Gannett Williams, President of the Guy Gannett Publishing Co., owners of the Portland paper. At the left is Laurence H. Stubbs, Vice President and general manager of the publishing company.

A copy of the prize-winning ad appears in the background.





IN CHICAGO, our people tell the ACL leather story: (L to R) CHARLES L. COTTON, Sales Manager, Sheepskin; ROBERT D. COTTAM, Assistant to General Sales Manager; DOROTHY ANDERSON Fashion Director; RICHARD M. KING, Sales Manager, Calfskin; STUART A. SPAULDING, Manager, Shoe Side Upper Leather; ROBERT J. REYNOLDS, Chicago Area Salesman; JOHN J. STATES, General Sales Manager; WILLIAM C. ABBOTT, Manager, Shearlings.

From Chicago-To St. Louis-To New York ACL PEOPLE TELL THE LEATHER STORY

Merchandising executives and buyers from the nation's leading mail order houses were the guests of ACL, during the last month, at a series of impressive leather shows and orientation sessions. In Chicago, St. Louis and New York, a team of ACL people, sales managers and members of the Sales Promotion Dept. presented the highlights of our new spring lines for 1957 to representatives of Sears and Roebuck, Montgomery Ward, Spiegel's, J.C. Penney, and other concerns. In addition, personal visits have been made to more than 25 of the nation's leading shoe manufacturers, to present our story.

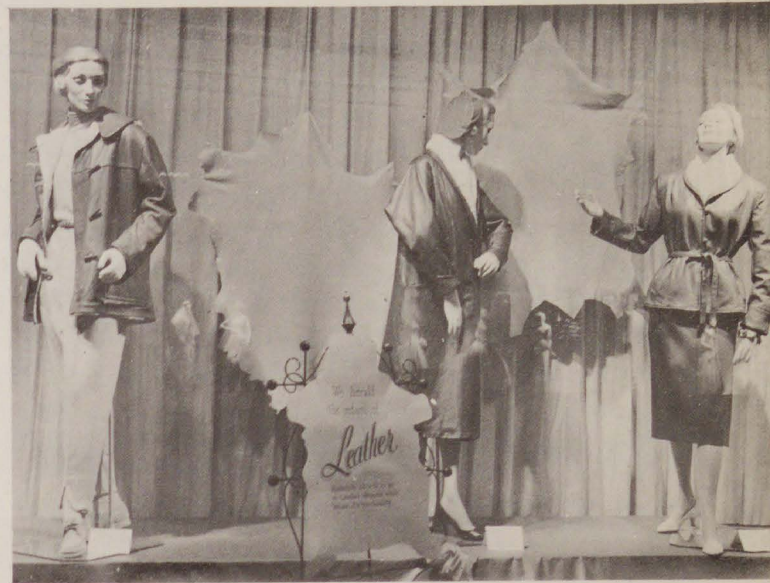
In addition to the display of new product and color samples, the ACL team portrayed the tannery methods used in producing the leathers and suggested the types of manufactured items which might be developed using our different types of leathers. More shows of this type and more personal visits are now being planned for other parts of the country.

The purpose of these shows is to give the people concerned with buying and promoting merchandise, for these firms, a better knowledge of leather, how it is produced and for what it is best suited. Also, to point out to them how increased promotion of leather goods can mean increased sales. This in turn would mean more business for us as well.

RECENT ORGANIZATION CHANGES

The following organizational changes have recently taken place in our Sheepskin Division:

- MR. WILLIAM C. ABBOTT is now Manager of our Shearling Division
- MR. NELLO L. PELLICELLI is now Manager of our Sheepskin Division
- MR. JAMES F. QUINN is now Superintendent of our Sheepskin Plant
- MR. WILLIAM F. COLLINS is now Sheepskin Quality Consultant



SCENES FROM JORDAN MARSH LEATHER DISPLAY: --

For two weeks, JORDAN MARSH of Boston, New England's leading Department Store, devoted eight of its many windows to a display of leather goods. Many of the items shown were made with ACL leather.

POODLES, MONKEYS, BIRDS & SNAKES ARE DUDLEY IRVING'S FAVORITE PETS

For the last 13 of Dudley Irving's 16 $\frac{1}{2}$ years as an ACL employee, he has left the Sheepskin Tan Dept. in Peabody, after his day's work, to return to his combination home, pet shop and zoo in nearby Wenham, and feed his pets.

When Dudley pulls into the driveway, the neighbors for blocks know that he's home, because they can hear his pets greeting him. He started out with a set of French Poodles, and now he has an even dozen. He added a loft to his backyard barn and began a collection of fancy parakeets. There are now hundreds of these colorful specimens in his collection, and he has a large number of them in a special section breeding new species. In the basement, Dudley has a number of monkeys which he is training as pets, like the one on his shoulder in the picture. On occasion, he dresses them up and has them perform, circus-style, for the neighborhood children. In past years he has had some pet boa constrictors from South America, but now when he feels in the mood to wrestle with the large snakes, he visits a friend who maintains a larger collection.



BUSINESS NEWS

SHEARLING: There has been very little new business in the last few weeks due to the customers' holiday shutdown. Business should improve shortly as we are going into our traditionally busiest months. While our quality is generally satisfactory, we find that our competition continues to improve and we must stay ahead of them. The demand is for the better grades and all production must be the best we can make.

SHEEPSKIN: Most of our Sheepskin lines have been relatively quiet during the past month. Many of our customers were closed for vacations. We are now working on a new line of Chevrita Suedes for shoes, development of which may result in considerable new business. In our other lines we expect good volume business for the balance of the year.

SIDE LEATHER: Side leather industry bookings the last four months have been running below that of a year ago. We have, however, managed to maintain and slightly improve our position in the industry. We are still finding it difficult to get adequate finishing orders to apply against our present bookings. Shoe manufacturers in general report that their business has recently improved, which should result in increased bookings in the future for tanners. Tanneries have been busy preparing new lines and colors for the forthcoming Leather Show which will be held in New York on August 21 and 22. Among the new lines which we will be showing are Melanga and Toppatone. The former is an aniline mellow combination tannage, while Toppatone is a highly aniline full grain Kip.

CALFSKIN: During the past few weeks we have booked a fairly good quantity of new business. However, this is largely for future delivery and, therefore, does not as yet enable us to increase our volume of production. There still prevails an uncertainty in the minds of our customers as to what colors will be featured in the coming months and this has led to a hesitancy in specifying against orders on the books. A canvas of the trade with our new Spring lines of Calf leads to a feeling of optimism for the future.

PATENT: The demand situation has improved somewhat on Black Patent Leather, and we have business booked ahead to take care of leather now in process. Actual cutting has not yet been started in any large way in the women's trade, but we expect this will develop shortly and that the coming season will be fairly active. **FLEXIBLE SPLITS - INSOLES:** Business continues to be only fair and has not picked up to the extent anticipated. However our major season is still ahead. **RETAN BEND SPLITS:** This line continues active, and we should expect good business into November. **RANCHIDE:** The garment leather trade is in the middle of a very strong style demand on good quality leather apparel, and we are at present operating at capacity on this line. Indications are that it will continue well into the fall. Our various items of fancy finishes, such as Metallics and Moonbeam Lustre, are meeting with good acceptance in the trade.

SOLE LEATHER: In general, business in all our lines has not been good, with our sole leather end being effected by reduced shoe production and vacation periods, and our Belting by the steel strike as well as vacations. Rough shoulders have shown some sign of improvement from both the Waist Belt trade and the Welting people. Bellies continue to sell reasonably well and should present no problem in the near future. Our poorer grades of women's soles are selling fast, but we are trying to move the better grades. Our repair leather business moves along in good shape. We understand that retail sales have been good lately and that the balance of this year will see good activity in the shoe factories.

INSTALL NEW POWER UNITS IN PEABODY

Since early in December, 1955, a crew, sometimes numbering as high as 60 men, has been working on the installation of a new boiler and turbo generator in the power house of our main plant in Peabody. This will replace present equipment which ranges from 40 to 50 years old. The old equipment will be held on an emergency-standby basis to fill in or to provide added power in case of need. The new equipment will run more efficiently and cut down fuel consumption.

The resulting efficiency will reduce operating costs, which of course will help to reduce the over all cost of producing our leather. This will help to keep us in a competitive position in the industry which in turn will help to protect job security.

Note size compared to men

The new units will enable ACL to provide complete electricity needs for the Side Leather and Sheepskin plants while at the same time providing all the steam for driers and other machinery, to furnish building heat throughout the plants and heat the water.

Many problems had to be overcome in the process of planning and installing the new equipment. First, the installation had to be made while the old equipment was still functioning in order not to cause a shutdown. A problem of drainage had to be overcome in digging the foundations for the new boiler, when it was found that a nearby brook backed up under the power house building. This problem was finally solved by setting up pumps in a series of some 30 wells which were dug around the foundation site. They pumped about 125 gallons of water a minute from beneath the building constantly for a period of over a month and a half, before the new cellar could be dug and the concrete flooring put in place and allowed to settle.

When completed, the boiler will include more than 23 miles of tubing. It will stand about 50 feet high from base to ceiling with about 12 feet of this below street level. This is roughly equal to the height of a 4-story building. It will be about 48 feet wide.

The new equipment will be completely assembled by October and will be put into operation after that as soon as the auxiliary piping is completed and the unit has been tested.

SERVICE ANNIVERSARIES

40 YEARS

JOHN DUBIE - Floorman, Bark Hide

35 YEARS

ROSWELL C. TAYLOR - Sheepskin Accounting Dept.

30 YEARS

WILLIAM F. MOYNIHAN - Foreman, Calfskin

EDWARD J. DUBREUIL - In Charge of Sales, Finders & Sole Dept., Boston Store

WILLIAM P. BARANOWSKI - Winchester

LEE KING - Ashland

25 YEARS

MAKSAD AZIZ - Refresher, Calfskin, Beamhouse

AUGUST 1 RETIREMENTS

FRANCISCO SARAIVA - Sheepskin, after almost 23 years of ACL service

SEPTEMBER 1 RETIREMENTS

DEOMID GNESS - SSUL, after almost 44 years of ACL service

JOSEPH HOUDE - Calfskin, after more than 33 years of ACL service



FOUNDATION FOR SECURITY

BEFORE a building can go up, its foundation must go down. The structure above ground can be only as strong as the foundations supporting it. A business, if it is to prosper, must also have a solid foundation that goes down to bedrock. This bedrock is profits. The entire structure rests upon it. With profits, a business can give employees the security of regular employment and many benefits growing out of such employment.

Take pensions and sickness and accident payments, for example. They are possible because of profitable operations. Unless a company makes a profit, it can't even afford to consider such benefits.

With profits, ACL can buy new equipment. With profits, plants can be improved; more jobs created; research can be carried on. With profits, ACL can pay its owners a return on the savings they have invested with us.

What can we do to make fairly certain our jobs will be here tomorrow . . . next week . . . next year ? Two things. First, we must produce quality products that will attract buyers. Second, we must sell these products in a highly competitive market, at a profit. That's SOME job, but it has been done and is being done. It will continue to be done so long as ACL people cooperate in putting out better quality products as economically as possible.

Worth
Thinking
About